

## Message

Thank you for your continued support of the Company.

In 2020, we acquired Responsible Jewellery Council (RJC)\* Code of Practices accreditation. Compared to when we first acquired accreditation, RJC accreditation is gradually becoming more widespread in Japan.

We are also striving to broaden the base of RJC accreditation through such means as responding to consultations from companies considering newly acquiring accreditation.

In line with the RJC accreditation policies, we make continual efforts in our everyday activities toward a sustainable society, including the use of recycled metals, the use of renewable energy, and our contributions to community activities.

Our environmentally friendly new head office building was completed in September 2025, and we officially relocated there in October.

Our Kofu and Ise branch offices, also designed with environmental considerations in mind, are scheduled for completion in the fall of 2026. Together with our new head office, these facilities will allow us to contribute to the environment more significantly than ever before.

Furthermore, we have been a proud supporter of the 30-by-30 Alliance for Biodiversity (Sites Certified as a Socio-Ecological Production Landscapes and Seascapes) since 2025. We are actively advancing this initiative, a national

project promoted by the Ministry of the Environment, as part of our efforts toward global environmental conservation.

As an RJC-certified company, we intend to work diligently toward the goal of becoming a 100-year company.

\* RJC, which stands for Responsible Jewellery Council, is a London-based organization that establishes global sustainability standards for the jewelry and watch industry. Nine companies in Japan, including our company, have received this accreditation as of the end of 2025.

Takeyuki Nakagawa  
February 2026

## **Initiatives for a sustainable future**

### 1. Basic policy

We take responsibility for the initiative to achieve a sustainable future through the implementation and compliance with the Corporate Vision, Basic Philosophy, and Action Standards as described in the Corporate Action Policy.

### 2. Compliance

Recognizing compliance as the most important issue of the initiative to achieve a sustainable future, we based our activities on the following foundations:

- Reducing risks through risk assessment
- Eliminating harassment

Risk assessment involves the continuous identification of the risks imposed by potential violations of laws and regulations in our businesses with regard to employment, know-your-customer laws, and corruption as we strive to eliminate any factors that could lead to violations.

The 2025 risk assessment included the recommendation to review security measures at stores and other facilities to prevent them from being targeted by criminal organizations, as well as items related to the relocation to the new head office building.

The management review we conducted in January 2026 confirmed that there were no cases of compliance violations or harassment.

### 3. Supplier relations

An increasing number of suppliers now face a difficult business environment due to the inflation resulting from the devaluation of the yen and rising energy costs.

In order to strengthen our relationships with our business partners, we have decided to secure new land for branches in Kofu and Ise

and relocate our branches there. This move is expected to enhance the capabilities of both the Kofu branch and the Ise branch.

By leveraging the strength of our adaptability while paying close attention to credit management, we are working to overcome this challenging business environment together with suppliers by responding to their needs and their requests for consultations while aiming to contribute to the progress of the industry and the communities where we are located.

### 4. Shareholder relations

The reorganization of our businesses is taking place in order to provide returns to shareholders from a long-term perspective. In 2021, we consolidated the number of shareholders and reduced capital to match the scope of the business.

In 2025, as part of our corporate restructuring, it was decided to divest the Osaka Building (Osaka Branch) to Nakagawa Holdings Co., Ltd., effective January 1, 2026.

The land and buildings for our Kofu and Ise branches are owned by Nakagawa Holdings Co., Ltd. Upon completion of the new branch facilities, these properties will be leased to Nakagawa Corporation. With these steps, the primary roadmap for our business restructuring is now firmly established.

### 5. Community contributions

The main community-contribution activities of each facility in 2025 are reviewed below.

#### Head Office

- We participated in conservation activities at Doyatsu-no-sato in Chiba City, a site supported by the Shinrin-Bunka Association and officially certified by the Ministry of the Environment as a Nature Coexistence Site (OECM).

- The head office site is located inside Yanagibashi. We contributed to the community through the payment of dues.
- We participated in the publication of *Job Notebooks for Elementary School Children (for Tokyo's Taito Ward)\** as part of career education for elementary- and middle-school students.
- \* Produced as supplementary teaching material for career education for elementary-school students. Currently, 230 editions have been published in 31 prefectures.

#### Kitakami Plant

- In addition to the following community activities and social-contribution activities, the Kitakami plant raised funds and participated as a sponsor in a variety of activities.
  - March: Kitakami City International Association (annual membership fee)
  - April: Iwate Prefecture's Greening Promotion Committee (Green Fund donations)
  - May: Kitakami Industrial Club (annual membership fee)
  - May: Kitakami Friends of Police Association (annual membership fee)
  - June: Kitakami Chamber of Commerce and Industry (annual membership fee; first installment in June, second installment: in October)
  - June: Michinoku Performing Arts Festival (sponsorship fee)
  - July: Labor Standards Association (annual membership fee)
  - August: Japanese Red Cross Society (donation)
  - September: Ise Shrine Grand Festival (ritual offering fee)
  - October: Kitakami City Community Sports Tournament (sponsorship / in-kind donation)
- As part of the cleanup activities at the industrial park in May, June, July, August, September, October, and November, Kitakami plant personnel cleaned the perimeter of the facility.



- We participated as a sponsor in the *Career Discovery Manual for Elementary Students* and the *Career Discovery Manual for Junior High Students* (specifically for Kitakami City, Iwate Prefecture).

#### Tsukuba Plant

- In addition to the following community activities and social-contribution activities, the Tsukuba plant personnel raised

funds, and the plant served as a sponsor of a variety of different activities.

- ✓ March: Ami Sakura Festival (sponsorship fee)
- ✓ April: Ibaraki Prefecture Corporate Defense Council (annual membership fee)
- ✓ June: Fukuda Industrial Park Liaison Council (annual membership fee)
- ✓ June: Ami Town Social Welfare Council (membership fee)
- ✓ August: Red Cross Activities Fund (donation)
- ✓ October: Red Feather Community Chest (donation)
- Participated in patrols of Fukuda Industrial Park to eliminate illegal parking (July)
- Participated in cleanup activities at Fukuda Industrial Park (July, October)  
Okachimachi Branch
- Participated in crime-prevention patrols organized by Jewelry Town Okachimachi (May) . . . crime prevention patrols were featured in the local town magazine.
- Ise Branch
- Cleanup of local collection points: February 27, July 21, July 24, December 8, and December 11
- Mie Prefecture Community Chest (Red Feather donation): October 30
- Volunteer Fire Department activities: Monthly inspections of portable fire engines and equipment, water supply checks  
Summer training: July 24  
Autumn training: November 2
- Disaster prevention parade (for fire prevention): November 20
- Raised funds for the Central Community Chest of Japan (Mie Prefecture Community Chest) (November)

- Cleanup activities in waste collection areas within the community (September, October)  
Kofu Branch
- Clean-up activities around the branch office (December)  
Nagoya Sales Office
- Participated in regular cleanup activities in the vicinity of the office building where the facility is located
- As a contribution to the local community, we regularly participate in cleanup activities on Osu Shopping Street and the surrounding area.

#### 6. Employee relations

The Company implemented the following personnel and labor measures in 2025:

- Paid salaries at the same level as major firms by paying bonuses reflecting favorable business performance
  - Implementation of base pay increases
  - Enhancement of compensation for re-employed retirees from a long-term perspective.
  - Improving the treatment of employees on overseas assignments
- The restructuring of our human resources system framework, which began in 2022, is now largely complete. From 2026 onward, we intend to further refine the system by focusing on enhancing the quality of performance evaluators and increasing work productivity of each employee.

#### 7. Environmental protection

Stable operation of the solar-power equipment adopted at the Kitakami plant, despite some weather effects, helped reduce the plant's electricity consumption. Both the Kitakami and Tsukuba

plants continuously monitor wastewater to prevent violations of local wastewater standards, and an outside vendor regularly tests the wastewater.

As part of our joining the 30-by-30 alliance, which we have been considering since 2024 and which the Ministry of the Environment is promoting with a commitment from the G7, we have decided to support Doyatsu no Sato in Chiba City. This project is part of our efforts to contribute to reducing CO<sub>2</sub> emissions.

#### 8 .Responsible minerals management

When purchasing gold and other bullion, the Company conducts inspections for conflict minerals and makes the purchases only from sources that conform to the Organization for Economic Co-operation and Development Annex II (OECD Annex II) standards. No sources were found to be particularly problematic in 2025.

February 2026